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IBM DOCKET NO. AUS920010238US1

DATE: January 9, 2006

Application Serial No.: 09/895,883
Notice of Allowance mailed 1/4/2006

Sir:
Assignee Name: International Business Machines Corporation
Assignee Residence: Armonk, New York

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Matrix Management of Personnel Planning Factors

Enclosed are:

- Response to requirement for replacement drawing sheets
 Replacement drawing sheets for Figures 1 through 20 (20 sheets)

Any additional filing fees have been calculated as shown below:

For	Number Filed	Number Added	Number Extra	Rate	Additional Fee
Total Claims	20	0	0	x \$50	\$ 0.00
Indep. Claims	3	0	0	x \$200	\$ 0.00
Total:					\$ 0.00

- Please charge my Deposit Account No. 09-0447 in the amount of \$0.00. A duplicate copy of this sheet is enclosed.
- The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.
- Any additional filing fees required under 37 CFR Sect. 1.16.
- Any patent application processing fees under 37 CFR Sect. 1.17.
- No extension of time is believed to be necessary. If, however, an extension of time is required, the extension is requested, and the undersigned hereby authorizes the Commissioner to charge any fees for this extension to IBM Corporation Deposit Account No. 09-0447.

Respectfully submitted,

By Leslie A. Van Leeuwen
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